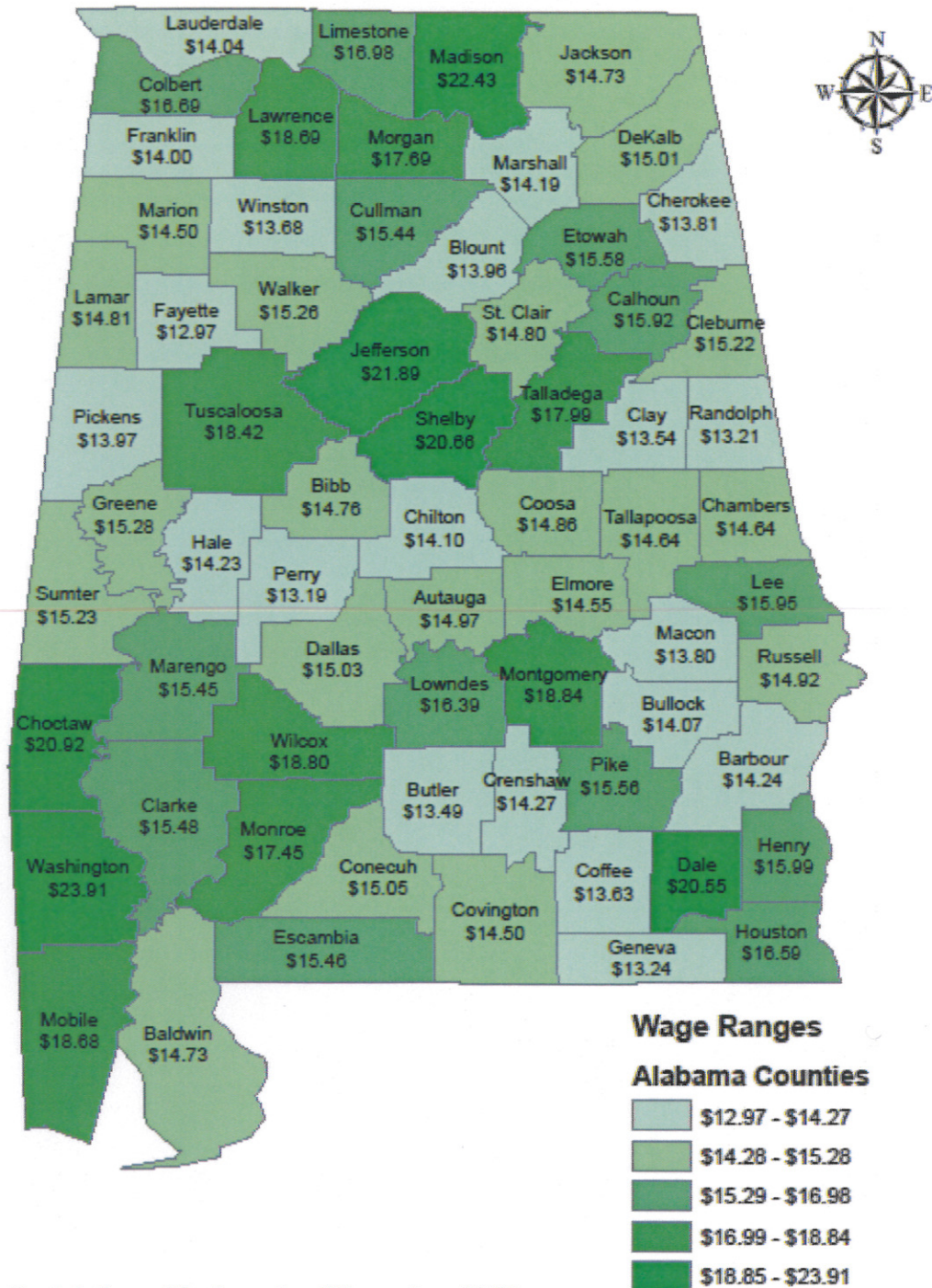


For Alabama Income Tax Capital Credit
January 1, 2011 – December 31, 2011

Alabama Average Hourly Wage*



Source: Alabama's Quarterly Covered Employment and Wages, Annual 2009
Alabama Department of Industrial Relations
Labor Market Information Division

*Data excludes Federal Government